

MICHAEL J. SHELTON

Mike Shelton is an Associate Principal in McKinsey & Company's Chicago Office. He is one of the leaders of McKinsey's Post Merger Management (PMM) Practice, and has been involved in over 50 merger integrations. Mr. Shelton has 19 years of consulting experience and joined McKinsey in 1998.

Examples of his extensive work in PMM include:

Supporting the integration of several large pharmaceutical companies. Advised the steering committees on establishing merger aspirations and goals, organizational design, strategic alignment, integration architecture, and communication strategies. Also, defined the critical areas of focus during the pre-announcement, pre-close, closing day and integration period. These efforts focused on capturing the full value of the acquisition.

Organization-wide core competency development for major international manufacturing company. Developing skills in executive management to instill post-merger integration as a core competency. The areas of focus included: merger dynamics education, merger integration assessment (current findings and future measurements), integration team structure, project management discipline, communication strategies, re-recruitment, staffing, and selection.

Supporting due diligence and integration efforts for Fortune 100 Chemical Company. Designed customized organization processes for future mergers, acquisitions, joint ventures, and spin-offs (generally 10 acquisitions a year).

Designing human resource due diligence and postmerger management processes for major conglomerate. Coordinated development of a customized global HR process and trained the client's M&A project managers. Supported integration efforts for acquisitions in Europe, South Africa, Asia, and America.

Prior to joining McKinsey, Mr. Shelton spent 15 years in Watson Wyatt Worldwide's Chicago office, where he was Regional Director of Mergers and Acquisitions Services. Mr. Shelton has a B.S. degree in computer management and in accounting from Eastern Illinois University. He graduated with honors from J.L. Kellogg Graduate School of Management, Northwestern University. Mr. Shelton is also a Certified Public Accountant.